
Intercultural Competency for the 21st Century





The What ...

Intercultural Competence

The ability to successfully teach students who come from a culture or cultures other than our own.

The Why...

Indiana's Student Population

- Students: Nearly 1.2 Million
- English Language Learners: 5%
- Languages: 275



Now what ...

Five basic cultural competence skill areas

1. Valuing Diversity
2. Becoming Culturally Self-Aware
3. Knowledge of Students' Culture
4. Dynamics of difference
5. Institutionalizing Cultural Knowledge



Valuing
Diversity



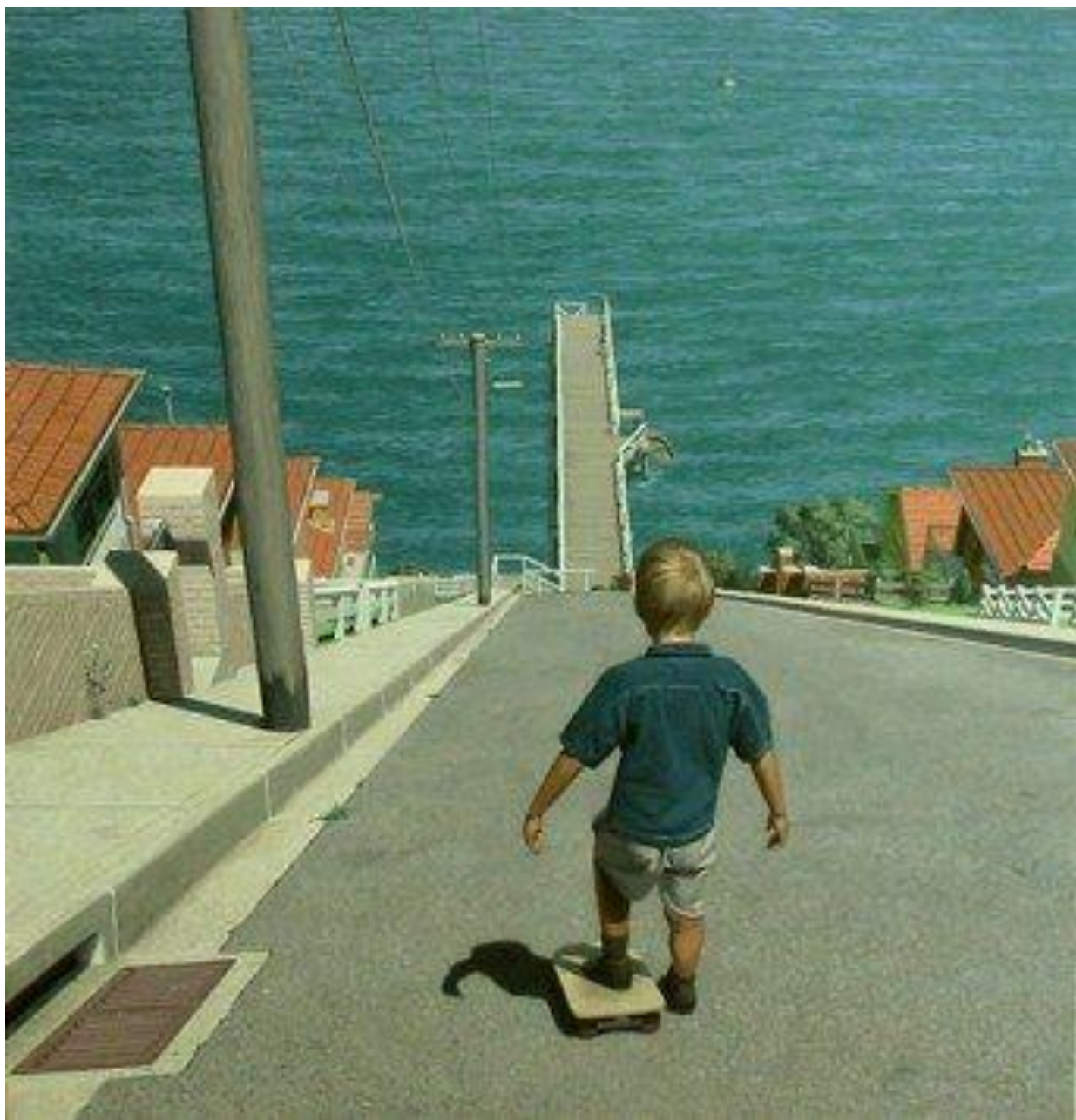
Becoming
Culturally
Self-Aware

A teenager carrying a heavy backpack runs out the door of a convenience store.

What's your explanation?







D-I-E MODEL

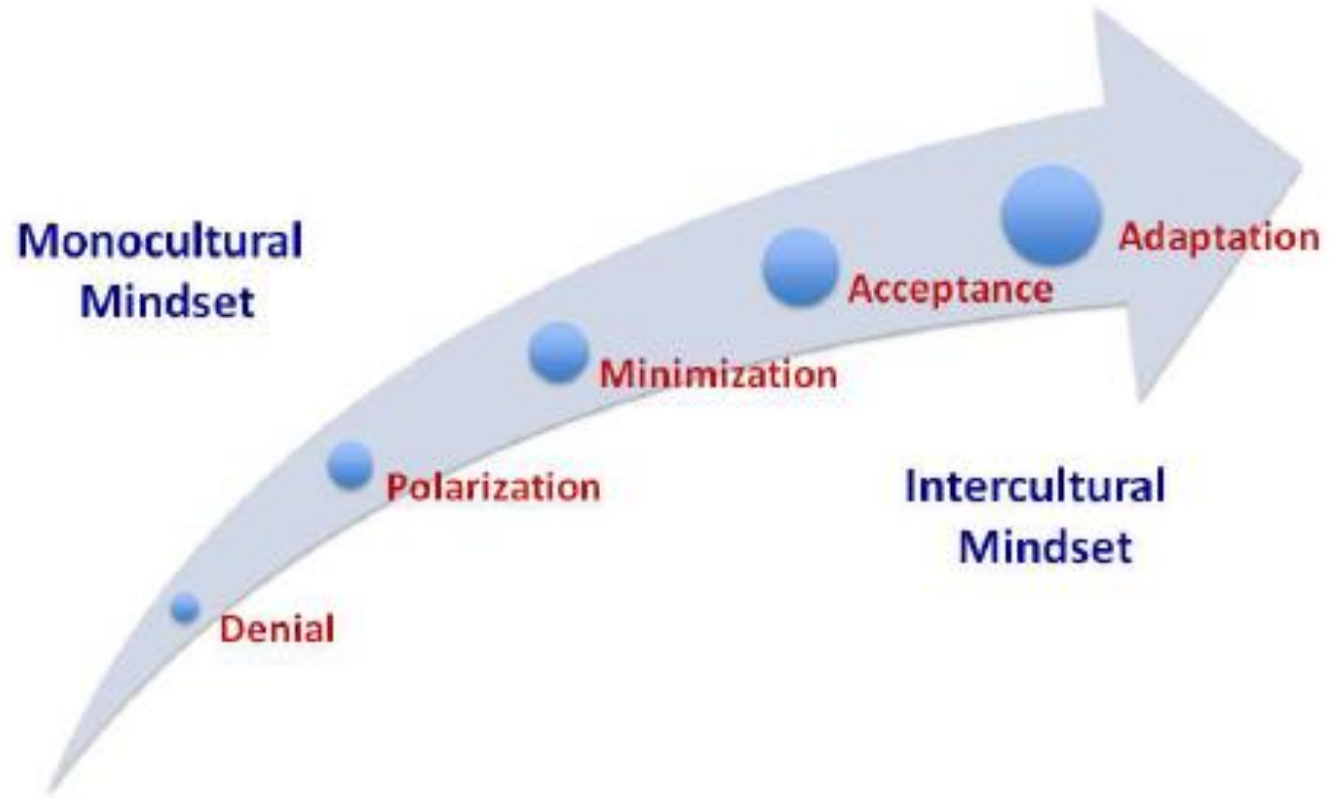
1. **Describe** only what you can see (or hear) – objective and exact
2. **Interpret** what might be happening, what this might mean to the participants ...consider multiple possibilities ('It seems that'...., 'he appears to be..')
3. **Evaluate** - now judge the situation



Developmental Model of Intercultural Sensitivity

Milton Bennett

Intercultural Development Continuum



Denial

Do not consider the existence of cultural differences

Polarization

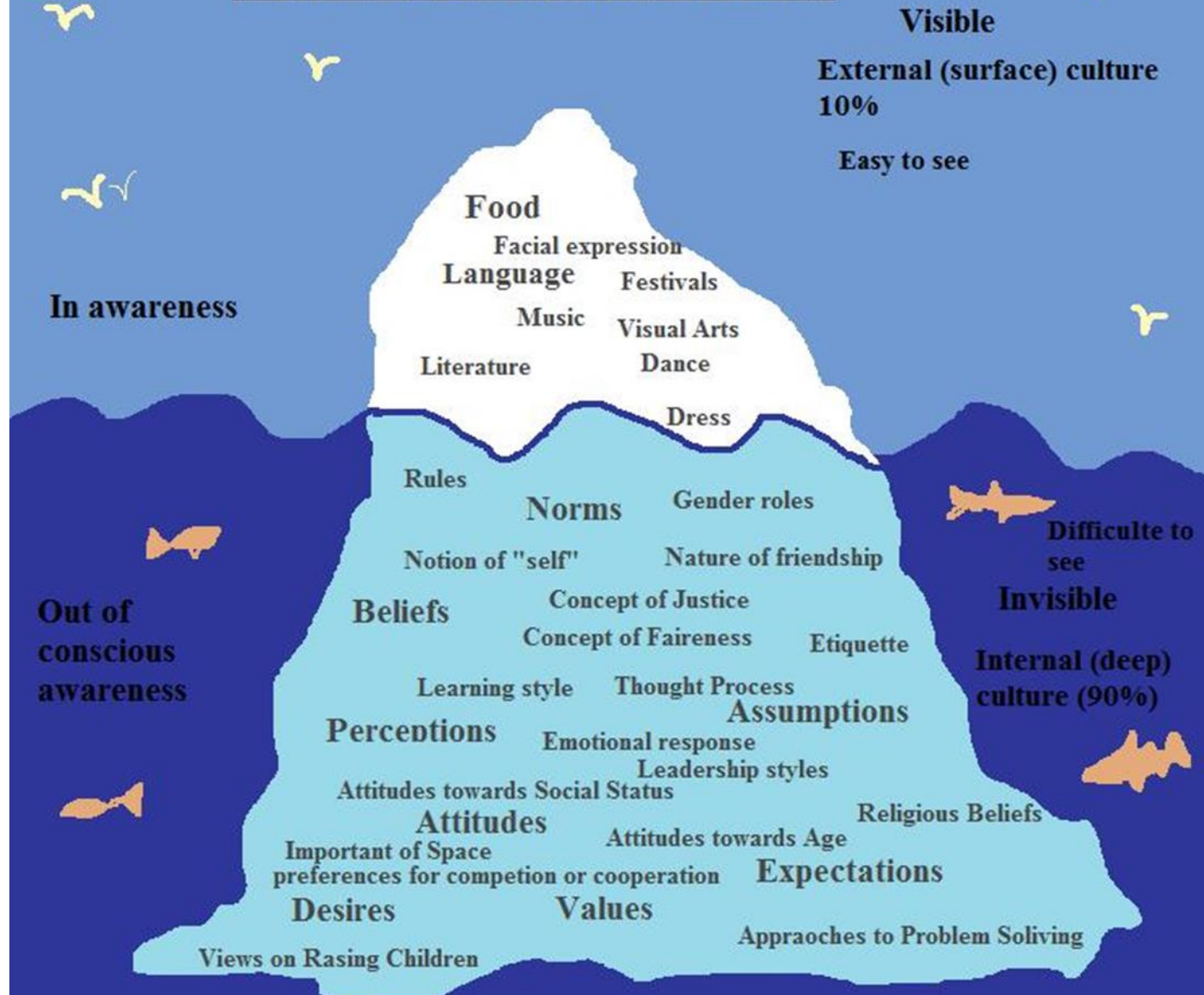
Recognition of cultural difference but perceived as threatening

Minimization

Recognize that cultural differences exist but the focus is on cultural similarity



Iceberg Model: Surface and Deep Culture



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Acceptance

Able to recognize and appreciate cultural differences

Adaptation

Able to understand others across cultural boundaries and become more competent in one's ability to communicate across cultures

Integration

Reflects individuals with multiple frames of reference



Knowledge of Your Students' Culture



Leading

Cultural Dimensions: Egalitarian vs. Hierarchical															
Denmark	Israel	Canada	U.S.	France	Poland	Saudi Arabia	Japan								
Netherlands		Finland	U.K.	Germany	Italy	Russia	India	Korea							
Sweden	Australia			Brazil	Spain	Columbia	Peru	China	Nigeria						

← Egalitarian Hierarchical →



Dynamics of
difference



Institutionalizing
Cultural Knowledge





Ansuyah Naiken
Intercultural Communications Specialist
ansuyahn@gmail.com